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Sorento SX AT AWD 7-Seat shown¹
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Rio LX MT with Navigation shown¹
HWY / CITY 100KM¹ : 5.3L/7.3L

2015 **RIO** LX MT

from **\$21** weekly for 69 payments **0%** financing for up to 84 months **\$0** down payment⁴

Includes "Half Price Payments" credit. \$21 weekly payment amount includes \$1,500 Half Price Payments Credit. Payments are based on 2015 Rio LX MT (R0541F) 84-month financing. After 69 weekly payments at \$21, the weekly payments will increase to \$43³. Half Price Payments Credit may alternatively be taken as a one time lump sum payment.⁵

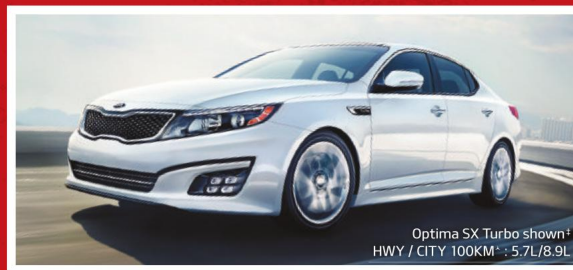


Forte SX AT shown¹
HWY / CITY 100KM¹ : 5.3L/8.0L

2015 **FORTE** LX MT

from **\$24** weekly for 62 payments **0%** financing for up to 84 months **\$0** down payment⁴

Includes "Half Price Payments" credit. \$24 weekly payment amount includes \$1,500 Half Price Payments Credit. Payments are based on 2015 Forte LX MT (F0541F) 84-month financing. After 62 weekly payments at \$24, the weekly payments will increase to \$48³. Half Price Payments Credit may alternatively be taken as a one time lump sum payment.⁵



Optima SX Turbo shown¹
HWY / CITY 100KM¹ : 5.7L/8.9L

2015 **OPTIMA** LX AT

from **\$36** weekly for 28 payments **0%** financing for up to 84 months **\$0** down payment⁴

Includes "Half Price Payments" credit. \$36 weekly payment amount includes \$1,000 Half Price Payments Credit. Payments are based on 2015 Optima LX AT (OP742F) 84-month financing. After 28 weekly payments at \$36, the weekly payments will increase to \$73³. Half Price Payments Credit may alternatively be taken as a one time lump sum payment.⁵



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Offer(s) available on select new 2015 models through participating dealers to qualified retail customers who take delivery from January 3rd to February 2nd, 2015. Dealers may sell or lease for less. Some conditions apply. See dealer for complete details. Vehicles shown may include optional accessories and upgrades available at extra cost. All offers are subject to change without notice. All pricing includes delivery and destination fees up to \$1,665, AMVIC fee, fire tax of \$22, \$100 A/C charge (where applicable). Excludes taxes, licensing, registration, insurance, variable dealer administration fees (up to \$699), fuel-fill charges up to \$100, and down payment (if applicable and unless otherwise specified). Other lease and financing options also available. "Up to" "Half Price Payments" for up to one year ("Offer") is only applicable on financing offers on 2015 Rio/Forte/Optima/Sorento/Rondo models. On approved credit, from a participating dealer in Canada between January 3rd and February 2nd, 2015. The Offer consists of a loan credit (up to "Half Price Payments Credit") that will range from \$500 to \$2,250 depending on model/trim. Customers can choose to take the full amount of the applicable Half Price Payments Credit as a one (1) time incentive that will be deducted from the negotiated price of the vehicle before taxes. Alternatively, customers can choose the up to "Half Price Payments" option and have their financing payments reduced (before taxes) by 50% until such time as the entire amount of the applicable Half Price Payments Credit has been exhausted. This may take between 10 weeks and 69 weeks depending on model/trim and the amount of the applicable Half Price Payments Credit. After the entire amount of the applicable Half Price Payments Credit has been exhausted, the customer will be required to pay the full amount of all regularly scheduled finance payments over the remaining term of the contract. Vehicle trade-in amounts and down payments are not calculated in the advertised up to "Half Price Payments". See dealer for complete details. **Representative financing example:** 0% financing offer for up to 84 months available to qualified retail customers on approved credit for the new 2015 Rio LX MT (R0541F)/2015 Forte LX MT (F0541F)/2015 Optima LX AT (OP742F)/2015 Sorento LX AT (SR75BF) with a purchase price of \$15,602/\$17,502/\$26,402/\$38,782 financed at 0% for 84-month period with \$0 down payment equals 69/62/28/50 reduced weekly payments of \$20/\$24/\$36/\$39 followed by weekly payments of \$48/\$48/\$73/\$79. Includes \$1,500/\$1,500/\$1,000/\$2,000 up to "Half Price Payments" credit. Cost of borrowing is \$0 and total obligation is \$14,102/\$16,002/\$25,365/\$26,782. Up to "Half Price Payment" incentive varies by model and trim level and may be taken as a lump sum or to reduce the financed amount. Offer ends February 2nd, 2015. ¹Model shown Manufacturer Suggested Retail Price for 2015 Forte SX (F0748F)/2015 Rio LX MT (R0748F)/2015 Sorento LX AT (SR75BF)/2015 Optima LX AT (OP742F) is \$26,802/\$22,502/\$38,882/\$33,502. ²Highway/city fuel consumption is based on the 2015 Rio LX+ ECO AT/2015 Forte LX+ ECO AT/2015 Optima LX+ ECO AT/2015 Sorento LX+ ECO AT/2015 Optima LX+ ECO AT. These updated estimates are based on the Government of Canada's approved criteria and testing methods. Refer to the *EnergyGuide Fuel Consumption Guide*. Your actual fuel consumption will vary based on driving habits and other factors. ³\$1,000 New Year Bonus amounts are offered on select 2015 Winter Edition models and are deducted from the negotiated purchase price before taxes. Available on financing offers only. Certain conditions apply. ⁴\$1,000 New Year Bonus amount available on the 2015 Rondo LX AT (5-seat) Winter SE (RN75SF), 2015 Rondo LX AT (7-seat) Winter SE (RN75TF) and 2015 Optima LX AT Winter SE (OP74SF). Information in this advertisement is believed to be accurate at the time of printing. For more information on our 5-year warranty coverage, visit kia.ca or call us at 1-877-542-2886. Kia is a trademark of Kia Motors Corporation.

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RCMP officer is not expected to survive St. Albert shooting

Suspect had lengthy criminal history. RCMP to launch an in-depth analysis after shootings



LEAH HOLODAY
leah.holoday@metronews.ca

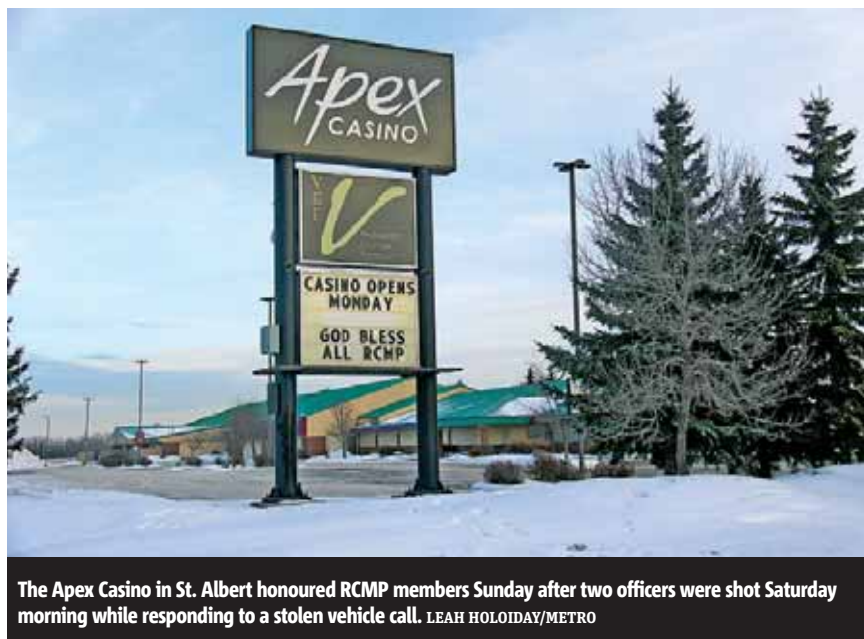
The RCMP officer who was shot in the head at close range Saturday, while trying to arrest a suspect, is not expected to survive his injuries, Alberta RCMP say.

Const. David Wynn and Auxiliary Const. Derek Bond were the two St. Albert officers who responded to reports of a stolen vehicle early Saturday morning at the Apex Casino.

After locating the 34-year-old suspect, Shawn Maxwell Rehn, both officers were shot as they attempted to arrest him.

Bond suffered a bullet wound to his torso and arm, while Wynn was shot in the head immediately after.

The short yet violent altercation happened within a matter



The Apex Casino in St. Albert honoured RCMP members Sunday after two officers were shot Saturday morning while responding to a stolen vehicle call. LEAH HOLODAY/METRO

of seconds, said Asst. Commissioner Marlin Degrand.

The entire incident has

prompted the RCMP to undergo an analysis on how Rehn was able to be in the community.

According to RCMP commissioner Bob Paulson, it's hard to understand how the Edmonton

man was out in public, considering his extensive history of violence.

"Many of us would be surprised to have an individual facing the accusations that he was facing, having the criminal record that he did have, having the unresolved issues that he did have, in the community," he said.

Rehn had a series of gun-related charges and conditions, including one that forbid possessing a firearm for life.

"We need to have a full understanding of what is an incredibly complex criminal history," Paulson said.

"He was very, very active right up to the moment he shot our officers."

Stakeholders at all levels of the criminal justice system should conduct an in-depth review of Rehn's history, Paulson added, since this incident reflects on the system as a whole.

"As we've done in other incidents where we've had to come to an understanding and provide an account to Canada's on our actions and our options,

we're prepared to do that," he said.

Both officers were unaware of Rehn's history, Paulson said, when they went to make the arrest.

Deputy Commissioner Marianne Ryan said while Wynn has not regained consciousness in more than a day, Bond has been released from hospital, but will remain under observation.

"I want to emphasize this is not a case of an officer being grazed by a bullet. The bullet narrowly missed vital organs and could have inflicted much more serious injuries to Auxiliary Const. Bonds," said Ryan.

After the incident at the casino, Rehn reportedly left with the stolen car. Police located him a short time later at a rural residence outside St. Albert. His body was discovered inside the home shortly after police had contained the area. RCMP had no contact with Rehn before his death.

An autopsy is scheduled for Monday to determine cause of death.

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Questions raised

Shooting of officer raises safety concerns

The shooting of an auxiliary RCMP officer in Alberta on Saturday is raising questions about whether more could be done to protect the safety of such officers who don't carry firearms.

Auxiliary Const. Derek Walter Bond, 49, was shot in the arm and torso when he and a regular RCMP officer — Const. David Matthew Wynn — walked into a casino just north of Edmonton while on a routine investigation.

Bond was released from hospital on Saturday evening, while Wynn remains in grave condition and police said he was not expected to survive a gun-shot wound to the head.

As an auxiliary officer, Bond did not carry a gun, though normally auxiliary officers carry pepper spray and a baton. The dramatic events that unfolded in the community of St. Albert on Saturday are thrusting the role of such officers into the spotlight. Rob Creasser, spokesman for the Mounted Police Professional Association of Canada, said there's good reason why auxiliary officers do not carry guns. "They don't have near the training that a regular member does," he said.

He said auxiliary officers are civilians who volunteer part-time to do jobs that free up regular police officers, such as traffic control. They also ride along with officers, as long as they're under the direct supervision of a regular member of the RCMP.

THE CANADIAN PRESS



A father and son duo leave flowers in front of the St. Albert RCMP detachment Sunday in honour of Const. David Wynn, who was shot Saturday while responding to a stolen vehicle investigation. LEAH HOLOIDAY/METRO

RCMP member of school community: District chair

Const. David Matthew Wynn. Support counsellors on hand for students in St. Albert after RCMP officers shot

Quoted

"We feel very fortunate that we have resource officers like Const. Wynn that enjoy working with our kids and teaching them important things, things that they can discuss around the dinner table."

School board chair Cheryl Dumont

The St. Albert RCMP officer shot and critically wounded on Saturday is being heralded as a "good-natured" man, who loved his work with students in the close-knit community.

Const. David Matthew Wynn was one of two officers shot early Saturday morning after responding to reports of a stolen vehicle at the Apex Casino.

RCMP said Sunday that Wynn had not regained consciousness and was not ex-

pected to survive. Members of the St. Albert Public School board said the resource officer was a big part of their community.

District board chair Cheryl Dumont said she knew Wynn through his work with the drug prevention program D.A.R.E. at Keenooshayo Elementary for the last five years.

"He was always a big, good-natured man who loved kids and he loved doing this particular program and being a resource officer. He thought

it was a very important thing to do for our community," she said.

Dumont said students loved Wynn and his presence at school.

"It's an officer you can say 'Hello' to throughout your time in St. Albert as a child or as an adult," she said. "We feel very fortunate that we have resource officers like Const. Wynn that enjoy working with our kids and teaching them important things, things that they can discuss around the

dinner table."

Grief counsellors will be on hand Monday for Keenooshayo students and staff who may be struggling with the shooting.

"We're a pretty close-knit community, St. Albert in general, but certainly inside our schools," Dumont said. "This whole incident has had a huge impact on all of our staff and students."

Members from Bridgewater Police Services in Nova Scotia also recognized Wynn Sunday, where he had once worked as a paramedic.

"For many years, we worked side by side with him in his former career as an EHS paramedic in Bridgewater. When he made the decision to switch careers and join the RCMP, we supported him," said the police service in a release. LEAH HOLOIDAY/METRO

1 NEWS

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This conceptual drawing shows the proposed Blatchford neighbourhood. The city hopes to put the first lots on the market next year, with the first residents moving in, in 2016. CONTRIBUTED

Blatchford lots to go on sale in 2015

Environmental pitch. Builders will have to live up to green standards



RYAN TUMILTY
ryan.tumilty@metronews.ca

The city is getting ready to

put the for-sale sign out on the Blatchford redevelopment project.

In a report going to council Tuesday, city administration said they intend to have lots up for sale to home builders by June 2015 and they're optimistic buyers will flock to the site.

"With the amount of exposure and coverage that we have got from a wide

range of sources over the last little while, we actually have had a pretty encouraging number of people cold-calling us," said Mark Hall, the project's executive director.

Hall said many builders have been calling the city wanting to find out more about the development.

"They're curious about our timing and when we ex-

pect to be going out to the market looking for partners to build," he said.

The city is planning to ensure that any buildings on the site live up to the environmental objectives the city wants to achieve.

The sales agreements are all expected to have those provisions.

He said they also intend to make sure the project's

lots can be sold to large and small builders, who might be able to take on more risks.

"Our goal will be to get that mix, because we know it will be important to drive that innovation."

The city hopes builders can be on site building by 2016, with the first residents moving into the community later that year.

Oil troubles. Prentice preaches deficits to solve crisis

Premier Jim Prentice says low oil prices have put Alberta's economy on a razor's edge and the province needs to embrace budget deficits to avoid disaster.

"We are actually warned by economists that to try to deal with this too quickly could actually trip the province into a recession and make matters worse," Prentice told reporters Friday in a conference call from Houston.

Prentice has previously promised financially conservative budgets and deficit avoidance.

But as the price of oil has continued to fall below \$50 US a barrel, he said earlier week that it's time to discuss tax reform and even a sales tax.

Last week, the premier said Alberta expects to run a \$500-million deficit this fiscal year and that long-term oil price projections predict Alberta will be in budget deficit until 2018.

He estimates revenues will drop by \$11 billion over the next two fiscal years.

He also sent his clearest signal to date that he will call a spring election.

"I intend to make sure that the public supports what I'm doing and I intend to make sure that I have clear mandate from the people to do this," he said. **THE CANADIAN PRESS**

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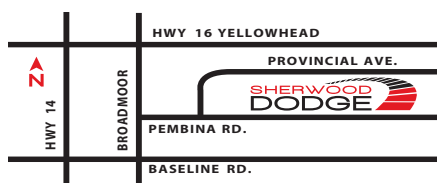
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MRU. Benefits accrued by university's VP 'crazy'

Officials at cash-strapped Mount Royal University are saying little about the circumstances that saw one of their executives accrue more than a quarter-million dollars in perks despite working at the Calgary institution for a little more than two years.

The \$267,000 in cash benefits netted by former vice-president of university advancement, Hope Henderson, came on top of her base pay of \$159,000 and another \$5,000 in non-cash benefits, according to financial documents for the year ending June 30, 2014, that were recently published.

Her \$431,000 in total earnings put her ahead of university President David Docherty (\$401,000) and were awarded despite her working only 9.5 months of the 2014 fiscal year.

The circumstances around Henderson's departure from the school were not addressed by Mount Royal officials over three days of questioning via email by Metro.

A joint statement from Docherty and the institution's board of governors chairman, Bryan Pinne, that was provided

Executive pay review?

The province has backed away from a review of post-secondary executive pay in Alberta that was once pledged by former advanced education minister Thomas Lukaszuk.

to Metro Friday afternoon after questions were first raised Wednesday morning, reads, "details of employment contracts for executives and employees of Mount Royal constitute personal information and as such are considered strictly confidential."

But there was little doubt in the mind of Scott Hennig, acting Alberta director of the Canadian Taxpayers Federation, that Henderson's earnings came as a direct result of a severance clause in her contract. He said the payout was another example of a "disturbing trend" of exorbitant offerings for public-sector executives.

"It seems to me that they signed a (one-year's pay) severance, and that's crazy," he said. JEREMY NOLAIS/METRO IN CALGARY

Seasonal parking bans exceed city's vehicle towing abilities

Blocking the way.
Thousands of tickets issued, but few tows



RYAN TUMILTY
ryan.tumilty@metronews.ca

While the city is ticketing hundreds of vehicles during snow bans, it's still forced to work around them, because tow trucks are proving hard to come by.

In the two parking bans the city has declared this year, the city has written over 2,000 tickets, but few of those vehicles have been towed away.

Andrew Jabs, the acting coordinator of parking enforcement, said unfortunately, when the city is looking for those trucks, they're often tied up doing other things.

"Usually when a snow ban is declared it's from some form of inclement weather," said Jabs.

The city's seasonal parking bans are meant to clear the way



Edmonton's seasonal parking ban applies on bus routes and collector roads that are marked with this sign. METRO FILE

for snow plows. Jabs said even if it was easier to get tows for all the cars they ticket the city's

impound lot wouldn't be able to keep up.

"They wouldn't be able

Fines

The city currently issues a \$50 ticket to drivers who leave their vehicle on the street during a seasonal parking ban.

to hold 1,200 vehicles in one shot," he said.

Coun. Ben Henderson said he has heard from plenty of constituents who are upset when their neighbours flout the seasonal ban.

"For everyone who behaves on the streets and moves their car, they get worse service because of the jerk who doesn't and they are getting very frustrated about that," said Henderson.

He said it is something council will have to look at because it's hindering service.

"Clearly, in our minds when we put this in place we had anticipated and assumed that if people left their car there they would just be towed," he said.

"Everyone has the potential to be a mentor." Sarah Chan

A mother, teacher, writer and Edmonton's first lady, Sarah Chan is also a Big Sister and believes in the power of mentoring to create strong and healthy kids. Together with other leaders in our community, Sarah is spreading the word that mentoring is easy, fun, and the only special skill you need is to care about kids.

"Littles" come from all ethnicities, backgrounds and personal circumstances. In Edmonton and area, young people are waiting for a volunteer to step forward and be their friend. If you have a couple of hours a week and care about kids, please join Sarah and others to make a difference in the life of a child.

#8000Mentors

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Albertamentors.ca



Alberta Mentoring Partnership



Boys & Girls Clubs



Big Brothers Big Sisters

Boys & Girls Clubs Big Brothers Big Sisters of Edmonton & Area

Cheerleader! rises from ashes of Roxy

Stripped down.

Show stages reading of play that would have opened at destroyed theatre



RYAN
TUMILTY
ryan.tumilty@metronews.ca

While the fire at Edmonton's Roxy Theatre at first appeared to be the curtain call for a new production, the show got another chance in the spotlight Sunday night.

Cheerleader!, a production from Human Loser theatre, was set to have its first preview performance at the Roxy on Tuesday evening, but the historic building was reduced to ash in a blaze earlier that morning.

Morgan Smith, the show's playwright and pro-

ducer, was working her day job as a news reporter with 630 CHED when she first heard fire department dispatching trucks over the radio.

"I went into a little bit of shock," she said. "I knew there was no hope. I had been listening to the scanner and with experience knew it was a bad fire."

With their sets and costumes destroyed, the company staged a stripped-down version of the play Sunday night at the Timm's Centre for the Arts at the University of Alberta.

"They suffered a great loss," said Kathleen Weiss, chairwoman of the school's drama department in a release. "We wanted to offer support."

The company charged \$20 at the door for the reading and hoped to use the funds to reboot the production.

Smith said the set for the

production was beautiful and she is disappointed it won't be seen.

"It was just the most amazing set I had ever been on outside of theatre school," she said.

She said despite the devastating setback, the cast is really excited to bring the show back to the stage.

"It has given us an opportunity to create bigger and better plans for the show."

Roxy destroyed

- Built in 1938, the Roxy was a movie theatre before being converted in 1989.
- Investigators are still investigating the blaze and haven't yet announced a cause for the fire.



From left, producer and playwright Morgan Smith and cast members Joleen Ballendine, Lianna Makuch, Matt McKinney and Patrick Lundeen stand on the Timm's Centre stage before the performance of Cheerleader! on Sunday night. RYAN TUMILTY/METRO

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Language. Quebec rejects calls to do more for Anglos

The Quebec government has rejected a renewed call by Canada's official languages commissioner that it create an office of anglophone affairs to better serve the province's linguistic minority.

Graham Fraser told The Canadian Press he met with the three Liberal anglophone members of the legislature and said there was "no indication" the governing party would create a body dedicated to Quebec's 600,000 anglophones.

The government's reaction is not a surprise to community groups in Quebec who often complain the Liberal government's rhetoric about the province's anglophones doesn't match its actions.

The Liberals publicly acknowledge the importance of the province's English speakers — as opposed to their predecessors who were, at times, openly hostile to Quebec's largest linguistic minority.

But members of Quebec's anglophone minority say local control over institutions at the heart of their community is slowly eroding, as is their influence over public policy —



Official Languages commissioner
Graham Fraser THE CANADIAN PRESS

regardless of the government in power.

"The English community has a problem with successive governments," Fraser said. "They tend to be taken for granted whoever the government is. As a result, they have limited clout with Quebec City."

The Liberal government says its three anglophone MNAs — Immigration Minister Kathleen Weil, Native Affairs Minister Geoffrey Kelley and David Birnbaum, parliamentary assistant to Premier Philippe Couillard — sufficiently represent Quebec's English community.

THE CANADIAN PRESS

Palestinians hurl eggs, shoes at Baird's convoy

Ramallah. Foreign Minister John Baird greeted by dozens of protesters during a visit to Palestine

Dozens of Palestinian protesters hurled eggs and shoes at the convoy of the visiting Canadian foreign minister Sunday in a show of defiance toward Canada's perceived pro-Israel stance.

John Baird was visiting Ramallah to meet Palestinian Foreign Minister Riad Malki when demonstrators pelted his convoy. Baird shrugged off the incident. "I was in Mike Harris' cabinet for four years. I got a lot worse," Baird he said afterward, referring to Harris's Progressive Conservative government in Ontario.

The Palestinian protesters also held signs reading: "Baird, you are not welcome in Pales-



Palestinian riot police surround protesters during Canadian Foreign Minister John Baird's meeting with Palestinian Foreign Minister Riad Malki, in front of the Palestinian foreign ministry Sunday in the city of Ramallah.

NASSER NASSER/THE ASSOCIATED PRESS

tine" and "Baird, Jerusalem is our capital."

"We take a strong position supporting the only liberal and democratic state in the region," Baird said. "We take the view that (in) a peace process, progress is best made at the negotiating table and not through

unilateral actions on the other side. We're proud of that position, we believe it's the best one and don't apologize for it." Activists from Palestinian President Mahmoud Abbas' Fatah party earlier had called for a boycott of Baird because of Canada's Middle East policies.

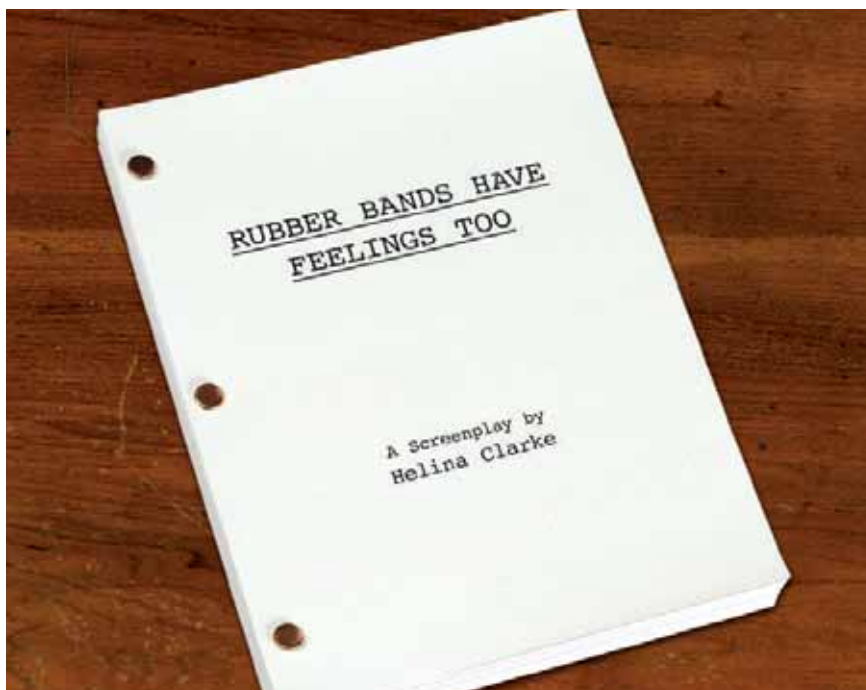
Canada's pro-Israel stance

Canada has been one of only a few Western countries to stand by Israel as it has come under international criticism over deadlocked negotiations with the Palestinians, the recent Gaza war and its settlement building.

- Canada also opposes the Palestinians' unilateral attempts to reach statehood as well as its recent bid to pursue war crime charges against Israel at the International Criminal Court.

"This person backs up the Zionist movement," protester Abdullah Abu-Rahmeh said. "This person diminishes the rights of our people, takes part and backs up building of settlements. We tell him that he's not welcome."

THE ASSOCIATED PRESS

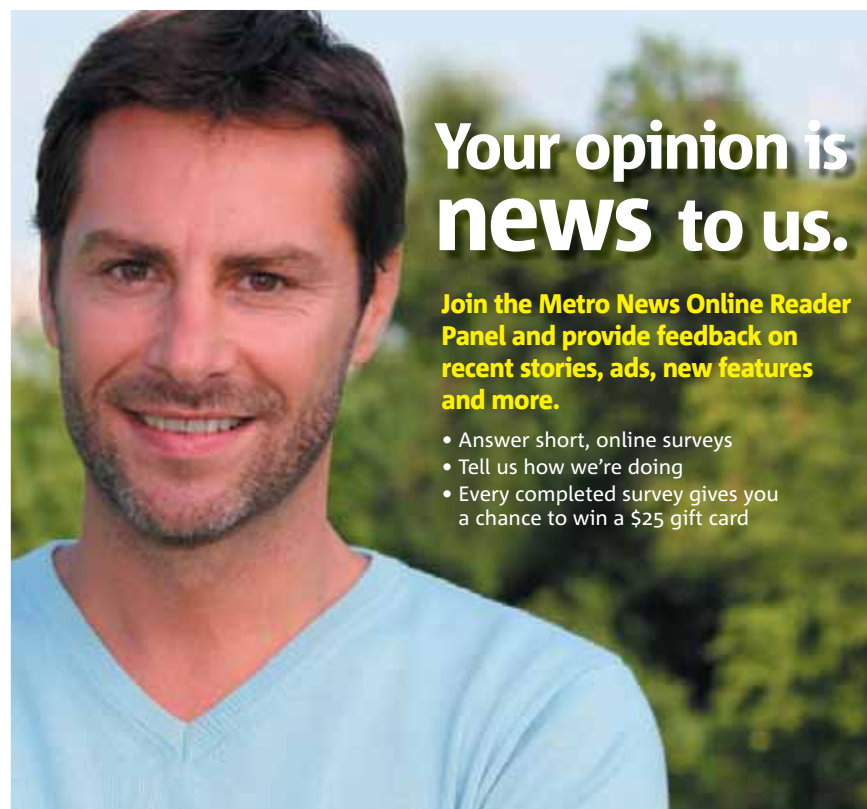


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Fighting. Ukraine leader vows to reassert control

Ukraine's president vowed Sunday to reassert government control over eastern regions as the army unleashed a counter-offensive against Russian-backed separatist fighters vying for command over the airport in the city of Donetsk.

The separatist stronghold was shaken by intense outgoing and incoming artillery fire over the weekend as a bitter battle rages for the air terminal and surrounding areas.

Streets in Donetsk, which was home to 1 million people

before unrest erupted in spring, were completely deserted Sunday and the windows of apartments in the centre were rattled by incessant rocket and mortar fire.

The warring sides exchanged rocket fire along several points in the roughly 350-kilometre front line.

Regional authorities loyal to the government said two children, aged 7 and 16, were killed when a rebel shell hit their home in Vuhlehirsk, a town 75 kilometres northeast of Donetsk. **THE ASSOCIATED PRESS**

France

Police release 3 suspects, hold 9

French police have released three female suspects from questioning, but will keep nine other people in custody as part of an anti-terror investigation connected to last week's attacks in Paris that have put Europe on high alert, officials said Sunday.

Amid the heightened European vigilance, a far-right rally in Germany planned for Monday was cancelled over a terrorism threat.

Italy said it had expelled nine suspected jihadis since late December and Britain's home secretary called for new action to fight anti-Semitism in the wake of the Paris attacks.

THE ASSOCIATED PRESS

Pope draws 6 million to massive Mass in Manila



In this aerial photo provided by the Philippine Air Force, a massive crowd of Filipino faithful fills up the Rizal Park during a Mass celebrated by Pope Francis Sunday in Manila, Philippines. PHILIPPINE AIR FORCE/AP PHOTO

Record figure. Francis dedicated the final part of his week-long Asia trip to children

A crowd estimated at a record six million people by officials poured into Manila's rain-soaked streets and its biggest park Sunday as Pope Francis ended his Asian pilgrimage with an appeal for Filipinos to protect their young from sin and vice so they can instead become missionaries of the faith.

The crowd estimate, which could not be independently verified, included people who attended the pope's final Mass in Rizal Park and surrounding areas, and lined his motorcade route, said the chairman of the Metropolitan Manila Development Authority, Francis Tolentino.

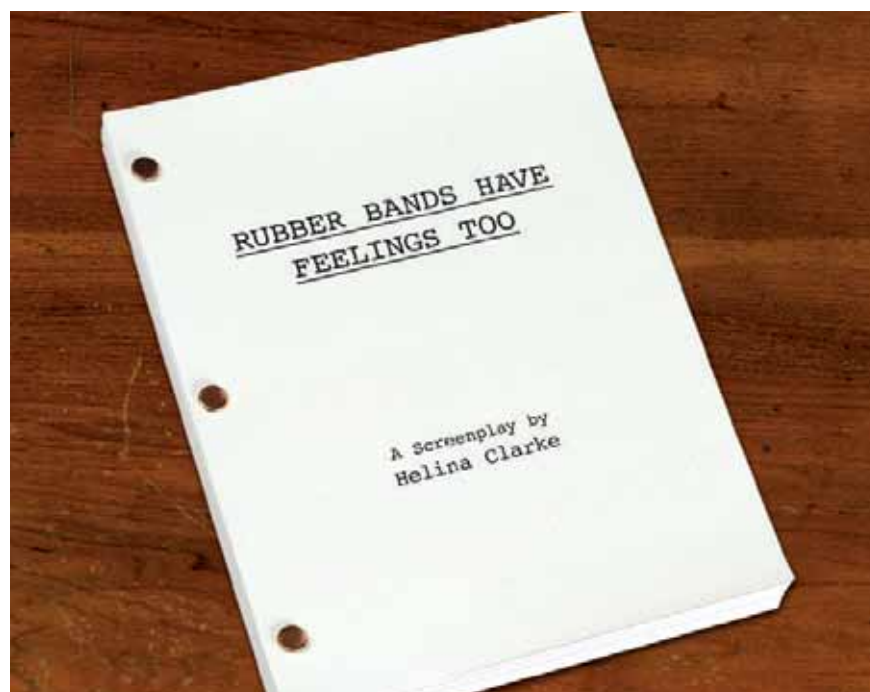
The Vatican spokesman, the Rev. Federico Lombardi,

said the Vatican had received the figure officially from local authorities and that it was a record, surpassing the five million who turned out for St. John Paul II's final Mass in the same park in 1995.

Francis dedicated the final homily of his week-long Asia trip, which began in Sri Lanka, to children, given that the Mass fell on an important feast day honouring the infant Jesus. His focus was a reflection of the importance that the Vatican places on Asia as the future of the church since it's one of the few places where Catholic numbers are growing — and on the Philippines as the largest Catholic nation in the region.

"We need to see each child as a gift to be welcomed, cherished and protected," Francis said in his homily. "And we need to care for our young people, not allowing them to be robbed of hope and condemned to a life on the streets."

THE ASSOCIATED PRESS



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Irish Cabinet member tells nation he's gay

A senior Cabinet minister in Ireland says he's gay, becoming the first openly homosexual government figure in the history of the traditionally conservative Catholic country.

Sunday's announcement on state radio by Health Minister Leo Varadkar received widespread praise for

its straightforward honesty. Analysts said his decision was likely to be viewed with hindsight as a landmark of social change in a country that, until 1993, outlawed homosexual acts.

Varadkar said he decided to declare his sexuality in advance of government moves this year to advance gay

rights. These include plans to legalize gay marriage, permit homosexual men to donate blood, and create greater parenthood rights for gays in surrogate-pregnancy cases. He said May's constitutional referendum on gay marriage, in particular, got him thinking about going public.

THE ASSOCIATED PRESS

Black Congress members push for federal reform

Leading black members of Congress took to a church pulpit in Ferguson, Missouri, on Sunday to trace a direct link from slain civil rights leader Martin Luther King Jr.'s legacy to the fight for criminal justice reform after recent fatal police shootings across the U.S.

Rep. William Lacy Clay Jr. spoke to parishioners at Wellspring United Methodist Church, just blocks from where violent protests broke out after a white Ferguson police officer

shot an unarmed black man, 18-year-old Michael Brown, and again after a grand jury declined to indict the officer.

"We need to be outraged when local law enforcement and the justice system repeatedly allow young, unarmed black men to encounter police and then wind up dead with no consequences," the St. Louis Democrat said. "Not just in Ferguson, but over and over again across this country."

Clay sharply criticized St.

Louis County Prosecutor Bob McCulloch's handling of the grand jury that investigated Brown's shooting. He cited an anonymous jury member's lawsuit seeking to publicly speak out about the grand jury proceedings, which aren't public. He also noted legal and ethical complaints filed over the prosecutor's actions, including allowing witnesses whose testimony had been discredited to testify before the grand jury.

THE ASSOCIATED PRESS

Mysterious kidney disease kills thousands in Sri Lanka

World health. Doctors and researchers are still baffled more than two decades after people started dying in farming communities

V.G. Karunawathie isn't hungry for breakfast. She rarely is these days, but she forces herself to choke down a few bites of rice, dried fish and a coconut mix.

The doctors say it's better to have something in her stomach before the four-hour dialysis treatments. She's going for her second session of the week. Her fingers and toes are fat with fluid, and her spongy arms feel like water balloons.

Karunawathie is only 40, but she is dying, and no one knows why. Her kidneys have stopped working, and now she's kept alive by a pump that



An estimated 20,000 people have died from kidney disease in Sri Lanka over the past 20 years. THE ASSOCIATED PRESS FILE

filters waste from her blood.

The cause of her disease, which affects up to 400,000 people in Sri Lanka's rice basket, has baffled doctors and researchers for two decades. Even the World Health Or-

ganization hasn't been able to pinpoint what's killing as many as 10 people a month in Karunawathie's village.

The disease mirrors equally confounding conditions plaguing thousands of farm-

workers in parts of India, Egypt and Central America. Suspected causes include chronic dehydration and the heavy use, and misuse, of agrochemicals — among the heaviest in the world.

No single cause has been identified, but theories abound. Many believe a combination of factors could be at play — from toxic algae and hard ground water to heavy metal exposure and fluoride in drinking water.

Karunawathie understands more about this chronic kidney disease than anyone should. It killed her father, mother and five brothers. Three other siblings have been sickened.

As the youngest of a dozen children, she was diagnosed 12 years ago. She's been told to stop eating fish and lotus root and to swap her aluminum pots and pans for clay utensils.

She's heard arsenic is to blame, along with cadmium, lead and even home-brewed alcohol. Like most, she believes there's something in the water. But she has long given up trying to determine the source. Instead, she lives day to day at the mercy of a machine.

THE ASSOCIATED PRESS


Weed killer

Although the death rate has climbed to as many as 20,000, the source continues to baffle.

The latest research blames glyphosate, the country's top weed killer, known worldwide as Roundup.

That hypothesis, published in a little-known journal last February, suggests the agrochemical, introduced by U.S.-based Monsanto, forms a bond with heavy metals in food and drinking water that eventually destroys the kidneys. Glyphosate has been detected by the WHO in 65 per cent of those sickened by the disease.

Although the theory has never been proven and Monsanto dismisses it, a minister announced in March that after seeing the report, then-President Mahinda Rajapaksa decided to ban the herbicide. The order was never enforced following industry protests and the chemical wasn't outlawed until last month. Despite the law, glyphosate is still being sold.



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Dating site's legal battle with ex-employee ends

Concluded affair.

Ashley Madison, former profile writer agree to have their case dismissed

The legal battle between a Canadian dating site for married people seeking affairs and a former employee who claimed she was injured typing up fake profiles has come to an end.

A lawsuit and countersuit between the Toronto-based Ashley Madison website and Dorian Silva have been dismissed without costs by the Ontario Superior Court.

The parties agreed to the move after the court threatened to dismiss the suits with costs, noting the cases still hadn't been placed on a trial list more than two years after the initial lawsuit was filed.

Avi Weisman, vice-president and general counsel for Ashley Madison's parent company Avid Life Media, says the company is "very pleased with the outcome."

The dispute began when Silva — who came to Toronto from Brazil — sued her former employer in 2012, alleging she seriously hurt her wrists and forearms typing up 1,000 "fake female profiles" over a few weeks for a new Portuguese-language version of the site.

She sought \$20 million for what she called the company's



The homepage of the Ashley Madison dating website is displayed on a laptop in Hong Kong in 2013. A legal battle between the Toronto-based website and a former employee has been dismissed by the courts. GETTY IMAGES FILE

"unjust enrichment" at her expense.

In her claim, Silva said the profiles were meant to lure unsuspecting men to join the site.

Ashley Madison denied the allegations and slapped her with a countersuit, claiming she kept confidential documents, including copies of her "work product and training materials."

The countersuit sought to retrieve the documents and obtain \$100,000 in damages plus legal costs. The company also argued that the nature

of what Silva typed was irrelevant and simply thrown in to tarnish the company's reputation.

Silva claimed she was led to believe writing the profiles was common in the online dating industry and would have otherwise refused. She also claimed she made her superiors aware of her injuries, which she said were ignored.

In the company's statement of defence, Ashley Madison said Silva only mentioned her injuries following the end of her probation period, at which point she was given time off.

By the numbers

\$20M

Doriana Silva had been seeking \$20 million in damages from Ashley Madison for injuries she claims she suffered while writing profiles for the company.

The company alleged Silva continually delayed her return, claiming she had since led an active online presence, which it said would not be possible were she seriously injured. **THE CANADIAN PRESS**

Online retail. U.S. stores a step ahead of Canadian companies: Analysts

Quoted

"I think (Canadian) retailers have been complacent."

Doug Stephens, retail analyst

Aggressive moves by U.S. retailers to win over Canadian online shoppers with perks such as price-matching and free shipping might be just what Canadian stores need to sharpen their e-commerce offerings.

"I think (Canadian) retailers have been complacent — until now. (But) things are changing with the influx of U.S. competition," says retail analyst Doug Stephens.

Stephens said pressure is building for established retailers such as Hudson's Bay Co. and Canadian Tire to beef up their online presence. The experience companies like Amazon and Walmart have in e-commerce, as well as the speed online-shopping technology is evolving, puts Canadian retailers at a disadvantage.

Retailers have also been held back by legacy computer systems, said Sally Seston, founder of Retail Category Consultants.

"It's a huge expense to make that leap into the technology, to be in the position of where you need to be to add these ser-

vices," she said.

She suggests the goal for Canadian retailers may not be to mirror the U.S., but rather, countries in Europe or even Australia that have similar distribution challenges, including in-store delivery or pickup at lockers available after hours.

Canadian Tire seems to be taking this route, as customers are allowed to pick up items in-store, but the company said e-commerce won't be a meaningful part of its business until 2017.

Hudson's Bay executive chairman Richard Baker emphasized the importance of digital sales. The company's hope is to have digital sales account for 20 per cent of overall sales within the next five years.

THE CANADIAN PRESS



Pressure is building for established retailers such as Canadian Tire to beef up their web presence to compete with U.S. companies. LUCAS OLENIUK/TORSTAR NEWS SERVICE



The Canada Revenue Agency, located in Ottawa, is considering establishing an online information portal. **THE CANADIAN PRESS FILE**

CRA considering online web source

The Canada Revenue Agency wants to set the record straight when journalists fail to include its upbeat take in their stories.

A new document shows the CRA is considering a web page to post rebuttals to media coverage it doesn't like, and canned responses to popular questions. Officials

pitched the idea to CRA commissioner Andrew Treusch in an August 2014 memo.

"The purpose of this briefing note is to follow up on a discussion with your office of actions that might be taken to get our positive messaging out in instances where media coverage does not reflect the content we

have provided," it says.

The Canadian Press obtained a copy of the memo under the Access to Information Act.

The document weighed the pros and cons of the idea. The agency sees the advantage of putting out facts and data. On the other hand, it wants to avoid scooping jour-

nalists by posting responses to their questions on its website before their stories are published.

Agency officials recommended going forward with the plan, but as of Sunday the section is still under consideration and has not appeared online.

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VOICES

ARE UBER DRIVERS GETTING THE FULL PICTURE?

In part two of a three-part series on the cab-company disruptor, Omar Mouallem takes a look at the view from the driver's seat



FOOTNOTES
Omar Mouallem

How many bandit taxis have been fined since the city vowed to crack down on them last month? Administrators governing the Vehicle for Hire bylaw have been hush. Uber Canada, its obvious target, won't say. But two UberX drivers (the unlicensed service in question) told me neither they nor any drivers they know have received a single promised \$1,400 fine.

Considering there are rarely more than five UberX cars available at a time, and how easy it would be for city officials to sting them (pose as customers, request rides, ticket upon arrival, repeat as necessary), are these idle threats?

Suppose they're not. Uber, valued at \$41 billion, would pay the bill. That's one reason Nelson Sanchez likes his new part-time job.

By day, he helps cognitively disabled adults in a group home. By night, he's an outlaw. "I was a little worried when I started because I didn't know how on the ball they were going to be," says Sanchez, who picked up in under five minutes on the busiest day of the year, New Year's morning. "But they've been very responsive and treat their drivers very, very well."

He loves that it's impossible for customers to rip him off, since fares charge automatically to credit card via the app. Should a customer damage Sanchez's personal Toyota Yaris, Uber reimburses him. His experience convinced his roommate, who is a cabbie, to switch to Uber.

But even as Sanchez extolled the company, was he getting the full picture?

He was told that customers don't tip because gratuity is included in the fare, but that's not true of UberX drivers like himself,

only the licensed Uber taxis not yet available in Edmonton. That's one reason Uber drivers in New York and California have staged protests.

Sanchez seems comfortable with having only personal insurance, instead of the city-regulated commercial insurance, because Uber backs him with \$5 million of "contingent auto liability insurance covering bodily injury and property damage," according to its news release.

But how valid would that be in court? Considering the car was being used commercially, and to qualify for commercial insurance one needs better than a Class 5 licence (and even if one does qualify, could they justify the premiums with a casual job?), possibly not valid at all.

It gets greyer. Uber Canada spokesman Xavier Van Chau insists that they're not employ-

ers but brokers of services. That could include legitimized taxis like Yellow Cab, and in some cities does, as well as offering uberFresh (food deliver) and uberRush (bike couriers). "Driver partners are truly independent contractors," he says. But if that were true, drivers could set their own pay and gratuity rates.

Still, murkiness is no reason to toss out the possibility of services like Uber. It's innovated a flawed system and returned good customer service to an entitled industry that has shown little interest in improving its game.

The City should instead work with Uber to find a regulatory framework appropriate for all modern vehicles for hire—cabs included.

The most recent report from administration suggests they're uninterested, but some pro-Uber councillors are prepared to debate the matter Tuesday.

Check back next week for my final take.

Your Edmonton



Alternative perspective

Photo submitted by reader Kevin Ng

Reader Kevin Ng captured this image of the Legislature from behind.
CONTRIBUTED

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Upcoming

Ice on Whyte returns



OK, Regardless of the weather, Whyte Avenue will be a winter wonderland by Friday with the return of the Ice on Whyte festival to Old Strathcona. In addition to carvers coming from around the world to compete, there will be a giant ice slide, two movie nights and a fire and ice extravaganza. The festival is now in its 12th year and will take place in Old Strathcona. **METRO**

Churchill Square update

Space will come at a premium over the next few years in Churchill Square. City councillors will get an update on Tuesday on how the city plans to manage the coming tight squeeze as the construction of the Valley Line LRT forces the city to close parts of the square that are used to a variety of festivals. The \$1.8 billion line is planned to come down 102 Avenue and have a connection to the current Churchill Station on the south end of the square. **METRO**

Gossip

NED EHRBAR

METRO'S TAKE ON
THE WORLD OF
CELEBRITIES



Mariah Carey ALL PHOTOS GETTY IMAGES EXCEPT WHERE NOTED

Curvy model gives the skinny on the weight of women in Hollywood

Plus-size model Ashley Graham has a bone to pick with Hollywood about how definitions of size have changed.

"You girls don't have much to look at. Curvy women are not on the covers of magazines, they're not talked about on social media as much as other celebrities," Graham writes in an essay for Net-A-Porter's The Edit. "Jennifer Lawrence is the media's poster girl for curves — she's tiny!"

Wait, who are these people calling Jennifer Lawrence a big girl, and how do I shut them up? Because come on.



Ashley Graham

Fox in talks to re-open the X-Files



Fox is in talks with David Duchovny and Gillian Anderson to bring back The X-Files for a limited series. CONTRIBUTED

It turns out that Fox had such a good time bringing 24 back for a limited series last year that they're now eager to dip into other long-since-ended favourites for similar treatment. Up first? The X-Files, Fox chairman Gary Newman confirmed to the Television Critics Association over the weekend.

And that's not all. Apparently the network is already talking to stars David Duchovny and Gillian Anderson to find a schedule that works for them to return. Because, as we learned with the last two seasons of the original show, it just doesn't work without Mulder and Scully.

Nick is Wild 'N Out as he files for divorce from Mimi



Nick Cannon

It looks like any hopes of reconciliation between Mariah Carey and Nick Cannon have been dashed, as TMZ reports that Cannon has "quietly" filed for divorce last month.

The move comes just 10 days after Carey was late to a Christmas tree-

lighting ceremony, forcing her to sing live and unprepared. Sources say her tardiness was caused by phone calls with her lawyers hashing out the terms of the divorce, as Carey is keen to keep Cannon out of her upcoming big-ticket residency series in Las Vegas.

Hey, remember last April when divorce rumours first started to swirl and Cannon vehemently denied them? Oh well.

2 SCENE

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Canuck video gamer is a YouTube sensation

Digital trends. Videos of Evan Fong playing games and chatting with friends now have 11 million subscribers and earn him about \$360,000 per month

Twenty-two-year-old Toronto native Evan Fong is about to crack the Top 25 list for the most YouTube subscribers, passing Ellen DeGeneres and Justin Bieber. And he'll do it by playing video games.

Approaching 11 million subscribers and 2 billion views, Fong's YouTube channel VanossGaming is part of a massive trend: a subculture

of young people who are tuning out of TV and instead going online to watch people play video games and chat.

A source with knowledge of YouTube's payment structure estimated Fong is making about \$360,000 per month.

"If you're really into gaming, there's not really anything on TV," says Fong, who

gets up to 14 million views daily.

"Viewers really like the authentic type of content from regular people just playing games, because they can relate to that. I think that's a huge reason why people prefer to watch YouTube videos. It really is a totally different experience and it's something you can't find on TV."

In a typical video, Fong and a group of friends chat, laugh and make jokes over gameplay, from popular titles such as Grand Theft Auto V or Call of Duty: World at War.

Fong, who dropped out of university in his second year as his YouTube channel began exploding in popularity, says he never expected to get paid to play video games.

He launched his channel in 2011 but didn't spend much time on it at first. He was focused on playing junior hockey and chasing a U.S. scholarship.

"In the early days, I remember maybe 1,000 views was something that would be off the charts for me," he recalls. "It took, I would say, about a good year and a half (to start becoming popular). It started really slow and I didn't take it really seriously. It wasn't something that I strived to do to the best of my ability like I do now."

When his hockey dreams didn't pan out he went to school full time. His parents

were understandably concerned as his YouTube channel stole more and more time from his university studies.

"It was something they weren't always fully supportive of. Even though there's a lot of potential for somebody starting a YouTube channel it's obviously not a guaranteed path. They just basically wanted to make sure I was still taking school seriously."

"But I was very conservative. I never wanted to stop university and risk that opportunity. So what I did was, I made sure I was successful enough on YouTube before I (dropped out). I probably stopped school a lot later than most full-time YouTubers did."

Although his channel's growth is still meteoric, Fong is level-headed enough to know it could stall, or crash, at any time.

"Anything on the Internet can blow up and go away," he says. "You're only as good as your last video on YouTube."

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Evan Fong's VanossGaming channel is about to crack the Top 25 list for the most YouTube subscribers. THE CANADIAN PRESS

Massive fan base

The gaming video trend was recently lampooned in a South Park episode, which featured Swedish YouTuber Felix Kjellberg, who uses the alias PewDiePie. He has the most-viewed channel on YouTube. "It's a very good testament to how viewing habits have changed for younger generations," says Joshua Cohen, founder of industry news outlet Tubefilter.com. "Gamers have developed one of the most massive and ardent fan bases in the world on YouTube. It's pretty impressive."



Mark Zuckerberg is trying to get facebook users reading more than just their user feed. GETTY IMAGES

Zuckerbook next club pick tackles a timely theme

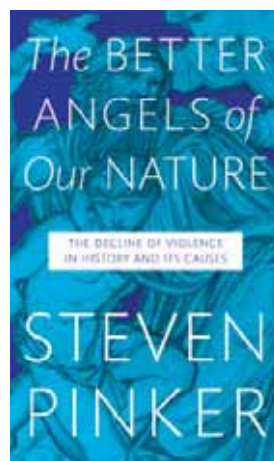
Reading list. Facebook CEO chooses 2011 book that contends violence has decreased in modern times

Mark Zuckerberg has made his next book club pick a release he considers especially timely after the recent terrorist attacks in Paris.

The Facebook CEO announced Saturday he would take on Steven Pinker's *The Better Angels of Our Nature*, a widely discussed and occasionally criticized 2011 book that contends violence has decreased in modern times and the world has become more humane. Zuckerberg posted the news on his Facebook page and on a community page he set up for his club, A Year of Books.

"Recent events might make it seem like violence and terrorism are more common than ever, so it's worth understanding that all violence — even terrorism — is actually decreasing over time. If we understand how we are achieving this, we can continue our path towards peace," Zuckerberg wrote. "A few people I trust have told me this is the best book they've ever read."

Among the book's admirers is Microsoft founder Bill Gates, who has called it his "favourite book of the last decade" and "a long but profound look at the reduction in



violence and discrimination over time."

Two weeks ago, Zuckerberg declared he would read a new book every other week in 2015, and he invited his millions of Facebook friends to join him and participate in an online discussion. His first choice, Moises Naim's *The End of Power*, quickly became a bestseller on Amazon.com and elsewhere. But only 162 comments appear for last week's book club chat held on the community page, which has more than 260,000 likes.

Pinker, 60, is a leading psychologist, linguist and cognitive scientist who teaches at Harvard University and has written several popular books, two of which, *The Blank Slate* and *How the Mind Works*, were finalists for the Pulitzer Prize. **THE ASSOCIATED PRESS**

Online tale. Choose-your-own adventure genre finds new life as players follow trail of tweets

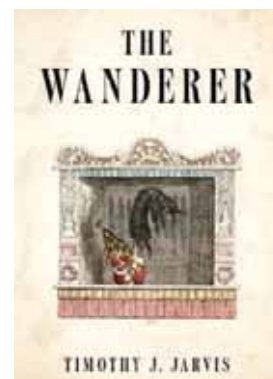
Survival story *Wanderer* invites players to decide what happens next as they follow a snaking path of linked Twitter accounts.

Starting out with a January 11 tweet from @wnd.go, the brief adventure weaves its way across a number of accounts, some approaching seven years of age. Locations attached to different accounts

point towards the Cross Bones graveyard in central London, a leafy street near Earl's Court, and Scotland's northeast city Aberdeen.

Those who successfully navigate the sequence of life-or-death decisions are led to the Amazon page for *The Wanderer*, a 2014 novel from London-based author Timothy J. Jarvis.

The bread crumb trail on Twitter was devised by literary web developer Terence Eden, who told *blastr.com* that his text game was inspired by Jarvis's debut novel. "It's really hard to be creepy in 140 characters! I had to make extensive use of exophoric references and hope that the reader would fill in the blanks!" he said. **AFP**



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Anderson prefers Stella role to Scully

Netflix. The Fall star talks Jamie Dornan, complex female sleuths and swimming

There's agent Dana Scully of The X-Files and Blanche DuBois in A Streetcar Named Desire. Also Lily Bart in The House of Mirth, with a little Bedelia du Maurier, aka, Hannibal Lecter's shrink, thrown in.

Of all the period costumes and unraveling of twisted psyches that Gillian Anderson has taken on, she likes her Stella Gibson the most. Gibson being the enigmatic detective superintendent sent from London to Northern Ireland on the critically acclaimed serial-killer series The Fall, a.k.a. the thing Jamie Dornan finds himself in the middle of as Fifty Shades of Grey madness begins to take a tighter hold.

Anderson had little to say about Dornan in a recent interview, begging off because the two didn't physically work with each other on The Fall during the first season. They do a little the second time around as Dornan's woman-killer, ex-family man Paul Spector, goes on the run.

Netflix drops the second season of the taut, Belfast-set drama Friday.

"Jamie Dornan wasn't Mr. Fifty Shades of Grey" when the slow-paced, cat-and-mouse show began on Irish television and the BBC, Anderson said. "Jamie Dornan was cast after having done very little, and we cast him before Fifty Shades of Grey, so that's what our starting point was. This was a fresh face of somebody who was clearly a very good actor."



Gillian Anderson GETTY IMAGES

The 46-year-old Anderson, who has won awards for both stage and screen work, owes her early success to Scully, but considers Gibson the most interesting on her resume, with little-to-no backstory provided for the character during the first five-episode season.

"The script for The Fall was very different than anything I've read before, and I felt that Stella was about as complex a character as I ever encountered," she said.

"That appeals to me. Even after the second season, after we do get hints here and there, maybe bits of her past, you're still asking the question who is she and what makes her tick?"

One thing that keeps Gibson going is lap swimming. Anderson hit the pool herself the first season but required a body double for the second.

"I don't generally enjoy it," Anderson said of Gibson's pool obsession. "But the day that we shot all those scenes I thought this is OK, I like this. I could maybe do this on a regular basis, and then between that point and the time

that we shot the second season I developed what's called a frozen shoulder."

As for how television's female crime fighters have changed over the years since the X-Files debuted, Anderson doesn't really know. "I

don't watch TV myself," she said. "I seriously don't know how people find the time. ... I have a lot on my plate and when I'm (on) airplanes, I'm writing. I'm more likely to choose a film if I do make that time for myself."

In addition to three kids, Anderson has given birth to A Vision of Fire, the first of a science fiction book trilogy co-written with Jeff Rovin. And she's been working "for about 100 years" on a screen adaptation of Elizabeth Rosner's debut novel, The Speed of Light, about a brother and sister dealing with their father's secret past.

She's now also one of the executive producers on The Fall, which saw the exit of director Jakob Verbruggen. Season 2 duties fell to creator Allan Cubitt. Anderson said she can "pretty much" promise a third season. With Dornan?

"We don't know that he's gonna follow us into a third season," she said. **THE ASSOCIATED PRESS**



Jamie Dornan

"We cast him before Fifty Shades of Grey... This was a fresh face of somebody who was clearly a very good actor."

Gillian Anderson, speaking of her costar in The Fall

DVD review



The Drop

Director. Michael R. Roskam

Stars. Tom Hardy, Noomi Rapace, James Gandolfini

This underworld drama boasts the final major screen performance by James Gandolfini, who died in 2013. He's spot-on as Marv, the owner of the seedy Brooklyn bar where the film's title happens on a regular basis: fat envelopes of gangster loot are slid into a safe beneath the beer taps.

But it's not Gandolfini who defines this slight yet compelling English-language debut by Belgian director Michael R. Roskam. That honour goes to Tom Hardy, a fabulous chameleon who almost vanishes beneath the worried brow of Bob, The Drop's narrator and protagonist. When Bob discovers an abused and injured pit bull, he also finds a mystery woman named Nadia (Noomi Rapace), who at first tries to keep her distance. Enter a dangerous third party: Nadia's unstable ex-beau Eric (Matthias Schoenaerts).

The Drop is steeped in a simmering underworld familiar to fans of late directors Sidney Lumet and Arthur Penn, and stripped of primary colours like their 70s cinema classics.

PETER HOWELL



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Know where your money goes

Spending journal. Get a pen and notebook, and start writing down what you spend — no fancy app required



GAIL VAZ-OXLADE
Gail blogs daily at gailvazoxlade.com

Once you start keeping track of where your money goes using a spending journal, you will be surprised at how often you buy coffee, gum, a mid-afternoon snack. You will be astonished at how often you go into shoe stores, tool stores and restaurants. Your spending journal will make you aware of where your money is going.

If you don't want to change how you're managing your money, you also probably don't care about how not paying attention affects you. Hey, enjoy your life. Just don't whine if down the road things don't turn out as you thought they would. You know the saying: "Insanity is doing the same thing over and over again and expecting different results."

If you're determined to know what you're doing with your money, regardless of how uncomfortable it makes you initially, get yourself a notebook and a pen. That's your spending journal. No fancy app required. No special tools needed. A pen and a notebook is all it takes.

Write your current bank balance at the top of the first page. Every time you spend a cent, deduct it from the balance in your journal. It doesn't matter if you're spending it using cash, a debit card, a credit card, cheques, or a bank transfer. Every penny gets



In your spending journal, you'll note when you take cash out of the bank, and what you spend the cash on. ISTOCK

Just do it

- People often assume that I'm good with money because I like doing all the tracking I talk about. Are you crazy? Who wants to do that? It's not a matter of like or not like. I'm not so keen on cleaning my toilets and hauling

out the garbage either, but I do it. There are days when I don't want to collect receipts or write in my spending journal, when I just can't be bothered. But if I'm not taking care of my money, who will?

tracked. (If you take cash out of the bank, you'll deduct the withdrawal and leave some space in your journal to note what you spent the cash on. Don't cheat!)

This will help you figure out which expenses are necessary and which are, well, not so much.

When you get money, add it into your spending journal. This could be a paycheck,

government cheques or a refund of medical expenses. Every penny that comes in goes into the spending journal. If you make money in cash, you must enter that too. Slipping the cash into your pocket and spending it willy-nilly is cheating.

If you've been unconscious about your money for quite some time, it's likely going to take a bit of time to develop

some new habits. Don't get impatient with yourself. Impatience will only distract you from the task at hand. You have, after all, a lot to learn.

You have to:

- distinguish between "needs" and "wants;"
- communicate with your friends and family about your new awakening and the changes you'll be making;
- recognize the impact marketing and advertising has on you, and resolve not to be influenced;
- create a balanced budget and track your expenses on a daily or weekly basis;
- recognize the importance of saving both for emergencies and for the long term;
- do the hard work it will take to come up with a debt repayment plan and then execute that plan;

- learn to not only see today's immediate needs, but plan for things you will need and want in the future;
- lead by example; show your children how to take charge of their money so they don't end up making the same mistakes you did;
- be willing to seek help if you feel overwhelmed or lost along the way.

Change is never easy. Most people hate change. There will be times when you fall off the rails. You'll lose track of a receipt and kick yourself. You'll skip the comparison-shopping because you just don't have time. Or you buy something that's not in your budget because, well, you just do. You're bound to make mistakes. The key is to right your rocky boat quickly to get back on track.

If you're still back at, "But Gail, who has time for this?" listen to me. I do. I track my money and stay conscious about what I'm doing with it. That's why I had enough money to walk away from television when I was asked to compromise my integrity. You can't have money if you aren't prepared to pay attention to it.

You drag your sorry butt out of bed come rain, snow, sickness or exhaustion. You bust said butt to make money so you can have a life. Shouldn't you spend at least two hours a month figuring out where that money is going?

Yup, that's all it'll add up to. Every time you buy anything, ask for a receipt and then add the info to your spending journal that night. It could take four to six weeks for the habit to really take hold. Less if you're flexible. More if you're a stubborn dog.

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Career advice every millennial needs to hear

Work advice. Take hold of your employment destiny by taking heed of these important tips

MARIANNE HAYES

Metro in New York City

Millennials are quickly making up a huge chunk of the workforce. Today many are still in entry-level roles, which makes now the perfect time to start strategizing future career growth.

"You've really got to be the CEO of your own career," says millennial workplace expert Lindsey Pollak.

How exactly do you do that? Pollak, the New York Times bestselling author of *Becoming the Boss* is here to tell you.

Network, network, network

It may sound obvious, but the importance of networking cannot be overstated. This especially holds true for millennials — many of whom are opting for the freelance life as opposed to traditional 9-to-5s.



It's estimated Millennials will make up 75 per cent of the workforce by 2025. iStock

(According to a 2013 Millennial Branding report, nearly half of all millennials value workplace flexibility over pay.) The truth is that freelancing/consulting/whatever you want to call it is a fast-growing trend among Gen Y-ers.

"I think the economy has changed, particularly since the Great Recession, and it's harder to get a full-time job

with benefits," says Pollak. "I also think a lot of millennials aren't as attracted to full-time, paid employment. They're interested in side gigs, freelancing, and entrepreneurship in addition to, or instead of, what we've considered traditional employment."

If you're even partially self-employed, which many millennials are, networking is critical

to drumming up business.

Pollak says becoming active in professional associations and alumni groups can open the door for establishing new contacts.

Seek creative leadership roles

Millennials are a confident bunch. According to Pollak, most members of this generation are itching to move up the

In case of emergency

Don't blow off the value of insurance

- Freelancing certainly doesn't come with a cushy benefits package. And even if you work for a company, many employers are scaling back on the types of benefits they offer. Pollak advises all millennials to think ahead when it comes to disability and life insurance.
- "Disability insurance will keep a paycheck coming in if you're not able to work because of an off-the-job injury or illness," she says. "And life insurance is something a lot of millennials just don't think about. But if, for example, your parents co-signed your student loans that you're still paying back and something happens to you, your parents would still be responsible for them."

ladder — sometimes way faster than their companies are willing (or able) to promote them. One 2014 millennial leadership survey from The Hartford found that 83 per cent of millennials already feel like leaders, whether they're in leadership positions or not.

If you're currently employed within a company, Pollak advises getting as involved as you can. "It's no longer enough to just put your head down and do the work," she

says. "You've also got to go to meetings, sign up for mentoring, join an internal network within your company, and volunteer for projects and internal assignments."

Be sure to look for leadership roles outside of your company as well. This could include working with non-profits or local community groups.

These are the things that'll beef up your resume and LinkedIn profile. They'll also satisfy your desire to lead.



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Directions

1. Preheat the oven to 400 F. Spray a 9x9 inch (square) pan with vegetable oil.

FLASH FOOD



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to your table in
30 minutes or less

2. To make meatloaf, combine ground beef, egg, barbecue sauce, bread crumbs, green onions, garlic, basil and salt and pepper in a bowl. Pat into square pan and spread half a cup of the tomato sauce over top (saving the 1/4 cup remaining for the eggplant.)

3. Meanwhile, prepare eggplant. Whisk egg with water in small bowl. Combine bread crumbs, parsley and Parmesan on a plate, mixing well. Dip eggplant in egg mixture, then coat with the bread crumb mixture. Place on a baking sheet sprayed with vegetable oil.

4. Bake both eggplant and meatloaf 20 minutes. The beef

should reach 165 F and the eggplant should be browned.

5. Place eggplant slices overtop of the meatloaf. Spread the remaining 1/4 cup tomato sauce over the baked eggplant slices. Sprinkle with the mozzarella cheese. Bake the Eggplant Meatloaf for 5 minutes or until the cheese is melted.

Ingredients

Meatloaf

- 16 oz (1 lb) extra-lean ground beef
- 1 egg
- 1/3 cup barbecue sauce (or ketchup)
- 1/3 cup seasoned dry bread crumbs
- 1/4 cup finely diced green onions
- 1 1/2 tsp crushed garlic
- 1/2 tsp dried basil leaves
- pinch of salt and pepper
- 3/4 cup tomato sauce

Eggplant

- 1 egg
- 2 tbsp water or 2% milk
- 3/4 cup seasoned dry bread crumbs
- 3 tbsp chopped fresh parsley
- 3 tbsp grated Parmesan cheese (3/4 oz)
- 6 crosswise slices of eggplant, skin on, approximately 1/2-inch thick
- 2 tsp vegetable oil
- 1/2 cup shredded part-skim mozzarella cheese (1 1/2 oz)

Nutritional information

Per serving

- Calories. 347
- Carbohydrates. 30 g
- Fibre. 2 g
- Protein. 34 g

- Total fat. 12 g
- Saturated fat. 5.2 g
- Cholesterol. 158 mg
- Sodium. 870 mg

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Champs heading back to Super Bowl

NFL playoffs.

Seahawks overcome 16-point deficit to edge Green Bay in instant-classic thriller

The loudest stadium in America was silent. A return trip to the Super Bowl was slipping away.

Time for the Seattle Seahawks to show why they are champions.

"You have the belief these guys have in one another, there is nothing you can't do," coach Pete Carroll said after an implausible comeback for a 28-22 victory over Green Bay in the NFC championship game Sunday.

Plagued by turnovers and outplayed much of the day, the Seahawks staged a stunning rally built on resilience. Russell Wilson, who struggled until the final minutes, hit Jermaine Kearse for a 35-yard touchdown 3:19 into the extra period to win it.

The Seahawks became the first defending champion to make the Super Bowl in 10 years, and will play the AFC champion New England Patriots, who routed Indianapolis 45-7. How Seattle got there was stunning.

"The will and the drive of these men is unbelievable," Wilson said. "We always find a way to finish."

Seattle (14-4) trailed 19-7 with about four minutes remaining and had been ineffective on offence all game. Wilson finally put a drive together with



The Seahawks' Michael Bennett celebrates with Russell Wilson after their NFC championship win over the Green Bay Packers on Sunday in Seattle. RONALD MARTINEZ/GETTY IMAGES

NFC championship

28

Seahawks

22

Packers

passes to Doug Baldwin and Marshawn Lynch — initially ruled a touchdown but called back because he stepped out of bounds. Wilson finished with a one-yard scoring run to cut the lead to 19-14 with 2:09 left.

The onside kick went high to Packers tight end Brandon Bostick, but he couldn't gather it, and Seattle's Chris Matthews recovered at the 50. The crowd,

quiet since Seattle fell behind 16-0, came alive, and Lynch sped and powered his way to a 24-yard TD run. On the two-point conversion, Wilson — about to be sacked — threw a desperate pass hauled in by Luke Willson to make it 22-19 with 1:25 remaining.

Aaron Rodgers, limping on an injured calf, calmly led the Packers (13-5) downfield to set up Mason Crosby's fifth field goal, a 48-yarder with 14 seconds to go to force overtime.

Then Wilson and Kearse struck, with Kearse — the target on all four of Wilson's interceptions — beating Tramon Williams on the winning pass. Kearse has also caught the winning score in last year's conference title win

Sent packing



rest of my career."

Green Bay Packers quarterback Aaron Rodgers

over San Francisco.

"Just making the plays at the end and keep believing," said Wilson, who was overwhelmed and sobbing after the game. "There was no doubt ... we had no doubt as a team."

THE ASSOCIATED PRESS

AFC championship

Pats' Brady, Blount bowl over Colts

Tom Brady threw for three touchdowns and LeGarrette Blount ran in three more on Sunday to lead the New England Patriots into the Super Bowl with a 45-7 victory over the Indianapolis Colts.

The Patriots won their eighth AFC championship — their sixth under Brady and coach Bill Belichick. They will play the Seattle Seahawks in the Super Bowl in Glendale, Arizona, on Feb. 1.

New England (14-4) opened a 14-point lead in the first half and then broke it open in a driving rain with three third-quarter touchdowns and another to start the fourth. That made it the second-most lopsided game in AFC championship history.

Brady completed 23 of 35 passes for 226 yards. Blount ran 30 times for 148 yards.

Andrew Luck completed 12 of 33 passes for 126 yards with two interceptions for the Colts (13-6).

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LeGarrette Blount celebrates one of his three touchdowns on Sunday in Foxborough, Mass.

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Coyotes Oliver Ekman-Larsson and Shane Doan close in on a goal during the first period of Sunday night's game at MTS Centre. TREVOR HAGAN/THE ASSOCIATED PRESS

Jets beat Coyotes in OT nail-biter

Bryan Little scored once in regulation and fired home the shootout winner as the Winnipeg Jets extended their win streak to four games with a 4-3 victory over the Arizona Coyotes on Sunday night.

Michael Frolik and Dustin Byfuglien also scored for the Jets (25-14-8), who have now collected points in its last six contests dating back

On Sunday

4

Jets

3

Coyotes

The Coyotes (16-24-5) trailed 3-1 late in the third period before Lauri Koripikoski and Tobias Rieder scored to force overtime.

Oliver Ekman-Larsson also scored for Arizona while Shane Doan had two assists.

Ondrej Pavelec made 28 saves for the Jets. Mike Smith stopped 27 shots for the Coyotes.

The Jets played without Mathieu Perreault, who missed the contest with an upper-body injury after taking a vicious cross-check to the arm from Chicago Blackhawks forward Daniel Carcillo in Friday's 4-2 win.

Doan returned to the Coyotes' lineup after missing two games with a lower-body injury.

THE CANADIAN PRESS

to Jan. 10 against the Los Angeles Kings.

NBA

Raptors fall apart vs. Pelicans in 4th

DeMar DeRozan scored 22 points in a losing effort for Toronto on Sunday, as the Raptors dropped a 95-93 decision to the New Orleans Pelicans.

The Raptors ended their six-game home-stand 2-4, and have lost seven of their last 10 games.

Tyreke Evans scored 26 points, while Akexis Ajinca finished with 22 for the Pelicans (20-20), who were playing without starters Anthony Davis and Jrue Holiday.

THE CANADIAN PRESS

Downhill skiing

Vonn matches record with win

Two serious knee surgeries, fog, soft snow, and mounting pressure to match one of skiing's most hallowed records.

Lindsey Vonn fought through difficult conditions to win a demanding downhill Sunday and match Annemarie Moser-Proell's 35-year-old record of 62 World Cup wins.

Vonn clocked a time of one minute, 39.61 seconds down the Olympia delle Tofane course to finish 0.32 ahead of Elisabeth Goergl of Austria, cussing Vonn's record.

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A golden day on the slopes

Montreal's Justine Dufour-Lapointe added to her Olympic gold medal by winning the world moguls title on Sunday, while Mikael Kingsbury of Deux-Montagnes, Que., took silver in the men's event. GETTY IMAGES

AUGMENTED REALITY

Stuck on 12 Across?
Scan this image with your Metro News app for today's crossword and Sudoku answers. It's OK. No one's watching.



See the full instructions on Metro's Voices page.

Horoscopes by Sally Brompton

Aries

March 21 - April 20

You are assertive by nature but you also possess charisma and with Venus so strong in your chart at the moment you will charm the birds from the trees.

Taurus

April 21 - May 21

You will either impress some very important people today or you will upset some very important people. There is no middle ground.

Gemini

May 22 - June 21

Anyone who thinks that you will change your plans to fit in with what they want to do clearly does not know you well. Let them know you're the boss.

Cancer

June 22 - July 23

If facts and figures don't add up then you must investigate the matter. Yes, you may annoy a few people but as it's your reputation and money at stake you can't afford to take chances.

Leo

July 24 - Aug. 23

It is likely that you will have a heated difference of opinion with someone today and you must not back down. Others will respect you more if you stand up for yourself.

Virgo

Aug. 24 - Sept. 23

You take your responsibilities seriously, which is good, but if you focus on them to the exclusion of everything else today you could miss out on a fun time. All work and no play is rarely a good idea.

Libra

Sept. 24 - Oct. 23

Find a balance between being assertive and being passive. Cosmic activity in your fellow Air sign of Aquarius will see to it that the right opportunity arrives at the right time.

Scorpio

Oct. 24 - Nov. 22

If you speak your mind today you will get away with it no matter how outrageous your comments may be. If you speak your mind tomorrow there may be negative consequences.

Sagittarius

Nov. 23 - Dec. 21

If a friend asks for your opinion about something it will pay you to say what you think they want to hear, even if you believe the opposite. Arguments are best avoided over the next 24 hours.

Capricorn

Dec. 22 - Jan. 20

Don't change things for the sake of it today because almost certainly you will have to change them back again when mind planet Mercury turns retrograde on Wednesday.

Aquarius

Jan. 21 - Feb. 19

You won't care in the slightest what anyone thinks about you today. You are determined to show that you will follow your own path through life.

Pisces

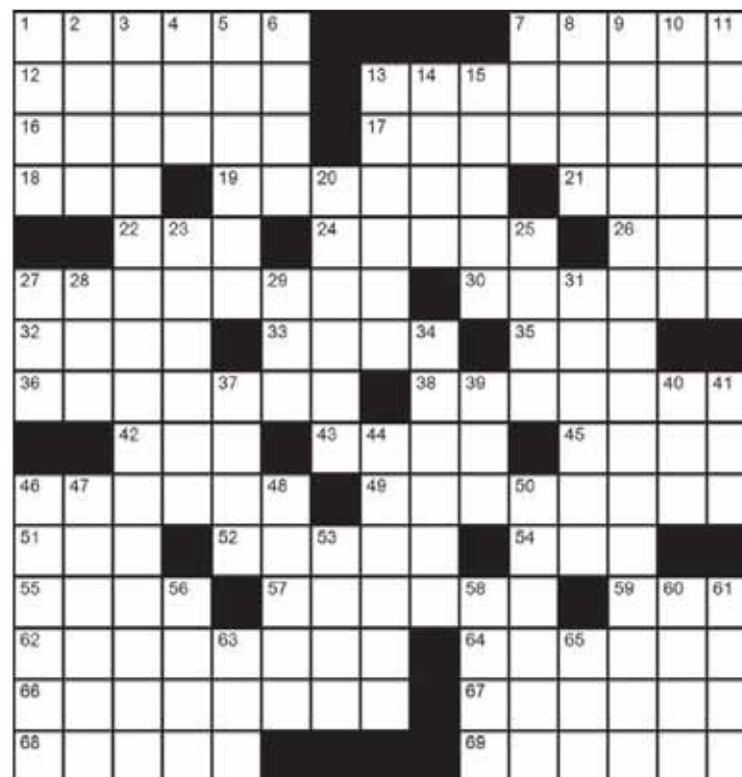
Feb. 20 - March 20

You may not be your sociable self today but in a way that's OK because you need to spend time in your own company. Think about life's direction.

Crossword: Canada Across and Down by Kelly Ann Buchanan

Across

1. US federal holiday: Martin ___ King Day
7. Current movie starring David Oyelowo as the Civil Rights leader at #1-Across
12. Author S.E. Hinton = Susan ___ Hinton
13. Monument type honouring #1-Across in Washington, D.C.
16. Bays
17. Big name in typewriters when typewriters were big
18. T-___ pans
19. Classic video game platforms
21. British WWII submachine gun
22. Athletic
24. Singer Ms. Payne
26. Caustic stuff
27. Saint John, NB: Circular fort, as per Carleton ___ Tower
30. Dwell
32. Tire: French
33. Glass Tiger's "My ___"
35. Gladiator's 201
36. One of the Windward Islands
38. Songstress Joan
42. "Volare (___ Blu Dipinto Di Blu)"
43. Root vegetable
45. Amphibious sort
46. Robinson ___ (Classic book)
49. Snow ___ (Arctic birds)
51. "Superman" g.r.o.u.p.



52. Lohengrin aria: "___ Dream"
54. "Yay!"
55. Long-range weapon, commonly
57. Airline, ___ Pacific
59. "Well!"
62. Soapstone
64. Flying bird, at

- times
66. Destroyed by acid
67. Bags
68. Canadian figure skating great Brian
69. "Remington ___"

Down

1. Norse navigator Mr. Ericsson
2. Forearm bone
3. They often start 1-800...: 2 wds.
4. "Hurry!"
5. Millionaire's spread
6. Relaxation
7. First 'S' in USSR [abbr.]
8. '70s Spanish hit: "___ Tu"
9. Canadian animal breed (answer is the nickname of it) that achieved official national status in 2002:

- 3 wds.
10. Nautical friends
11. Skirt styles
13. "Good ___" (Old-style greeting)
14. Author Mr. Wiesel
15. Bungle
20. Buoyant
23. Apple songs
25. Rhyme scheme
27. Car ad fig.
28. Begin to spell out Saskatchewan's capital... "Give me ___ '!"
29. Inc.'s cousin
31. #33-Across bit: "When I think of you ___..."
34. "There's time still...": 2 wds.
37. Moisturizer ingredient
39. Family member
40. Bug
41. Mr. McMahon's
44. Declined
46. Cooking oil brand
47. Parish gig
48. 1961 Charlton Heston film: 2 wds.
50. Compete for a team position: 2 wds.
53. Satisfy
56. She-horse
58. Pharaoh symbols
60. Shoe part
61. "The '___'e knows above a bit..." - Rudyard Kipling
63. Maple Leafs, on scoreboards
65. 'Is', plurally

Friday's Crossword



Online

See today's answers at metronews.ca/answers



Conceptis Sudoku by Dave Green

How to play

Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

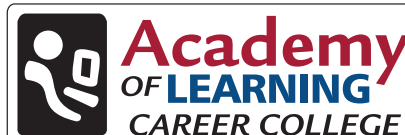
Friday's Sudoku



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